

**Teamsters, Chauffeurs, Warehouseman, and Helpers Local Union No. 542 and the City of Brawley**  
**Tentative Agreement**  
**03/05/2013**

The Teamsters, Chauffeurs, Warehouseman, and Helpers Union No. 542 (Teamsters) and the City of Brawley (City) have agreed to the following terms to amend the current Memorandum of Understanding (MOU):


1. Extension of the current MOU through 06/30/16.
2. Effective July 1, 2013, all employees shall pay their 7% PERS contribution. This change modifies Article 23.2 of the current MOU.
3. Article 25.2 will read:

As part of the flexible benefits plan, which is in accordance with Section 125 of the Internal Revenue Code, the City will pay the following monthly amount towards the cost of health care insurance:


Employee Only	\$473.84
Employee + One	\$749.26
Employee + Two or More	\$903.67

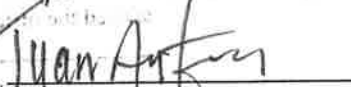
4. Effective July 1, 2013, all new members, as defined by California Public Employees' Pension Reform Act (PEPRA), shall pay a portion of the normal cost of pension contributions.
  - a. In addition to the 7% PERS employee contribution, personnel hired after July 1, 2013 will pay 1% of the City's normal cost for pension contributions
5. Effective July 1, 2016, if the City's Total General Fund's Balance as displayed in the City of Brawley's FY 2014/2015 Audited Financial Statements increases by 3% or more over FY 2011/2012, then all classifications in Teamsters shall receive a 1 % base salary increase.
6. Teamsters and the City further agree that if there are any changes to the other groups' healthcare benefits between 2013 and 2016, Teamsters would in turn receive the base salary increase of 5%.

For the City:

  
Rosanna Bayon Moore, City Manager

For the Teamsters:

  
Ruth Duarte, Business Agent


  
Juan Antunez, Union

STATE OF CALIFORNIA  
COUNTY OF IMPERIAL  
CITY OF BRAWLEY

I, ALMA BENAVIDES, city clerk of the City of Brawley, California, do hereby certify the within to be a true and correct copy of the original instrument on file in my office.

IN WITNESS Whereof, I have hereunto set my hand and affixed the official seal of the City of Brawley, California this

3rd day of June 20 13

  
Alma Benavides,

City Clerk

**Teamsters, Chauffeurs, Warehouseman, and Helpers Local Union No. 542 and the City of Brawley  
Amendment to the Tentative Agreement Dated 03/05/2013**

The Teamsters, Chauffeurs, Warehouseman, and Helpers Union No. 542 (Teamsters) and the City of Brawley (City) have agreed to the following term to amend the current Memorandum of Understanding (MOU):

Merit Increases are frozen through the term of this agreement. This modifies Articles 8.2 and 15.3 to read:

**Merit/Step Increases Frozen:** Effective July 1, 2011 through June 30, 2016 no additional merit/step pay increases will be authorized by the City. All employees will be frozen at their June 30, 2011 rate of pay.

For the City:



Rosanna Bayon Moore, City Manager

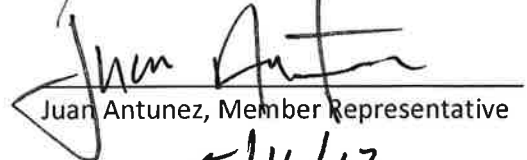
Date: 5.16.13

For the Teamsters:



Ruth Duarte, Business Agent

Date: 5/14/13



Juan Antunez, Member Representative


Date: 5/16/13

STATE OF CALIFORNIA  
COUNTY OF SAN DIEGO  
CITY OF BRAWLEY

I, ALMA BENAVIDES, City Clerk of the City of Brawley, California, do hereby certify the within to be a true and correct copy of the original instrument on file in my office.

IN WITNESS Whereof, I have hereunto set my hand and affixed the official seal of the City of Brawley, California this

16th day of May, 2013.

  
Alma Benavides, City Clerk

The Council unanimously ratified agreement between City of Brawley and Teamsters Local 542 dated May 21, 2013. m/s/c Nava/Campbell 4-0 Miranda absent.

